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## **Modern Slavery / Forced Labour Policy**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Dragon Security Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Dragon Security Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. All or some are available upon request.

### **Our suppliers**

Dragon Security Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery

-(For UK based suppliers) They pay their employees at least the national minimum wage and national living wage (as appropriate)

-(For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations

-We may terminate the contract at any time should any instances of modern slavery come to light

Dragon Security Limited will only use suppliers who conform to essential labour standards, including the following:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining are respected.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- NMW / Living wages are paid.
- Working hours are not excessive.
- No discrimination is practised.
- Regular employment is provided if possible.
- No harsh or inhumane treatment is allowed.

Suppliers should, as a minimum, comply with all statutory and other legal requirements relating to the environmental impacts of their business.

The supplier should not be engaged in the sale of arms to governments that systematically violate the human rights of their citizens; or where there is internal armed conflict or major tensions; or where the sale of arms may jeopardise regional peace and security.

Training

We regularly conduct training for our management and staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed: Shabeer Ghani

Date: 7th April 2022

Version 1